



DEBORAH MILO

MANAGING DIRECTOR



CONNECTING LEADING MANUFACTURERS AND HVAC/R ORGANIZATIONS WITH EXCEPTIONAL TECHNICAL TALENT

HVAC & INDUSTRIAL RECRUITMENT

CONNECTING HVAC ORGANIZATIONS AND LEADING MANUFACTURERS WITH EXCEPTIONAL TALENT

With more than three decades of experience in the staffing industry, Deborah Milo has built a reputation for helping organizations secure highly specialized technical talent across HVAC, manufacturing, and industrial equipment sectors.

Her consultative approach and deep industry knowledge have made her a trusted recruitment partner to many of North America's leading companies.



A TRUSTED TALENT AUTHORITY IN TECHNICAL RECRUITMENT

For over 30 years, Deborah has specialized in identifying and securing high-value technical professionals for companies operating in complex industrial environments.

Her work spans Canada, the United States, and international markets, where she supports organizations that require highly specialized engineering, technical, and leadership talent.



**30+ years in the
staffing industry**



**Extensive
experience
across North
America and
abroad**



**Recognized
authority in
HVAC &
industrial talent
markets**



**Trusted by
multinational
organizations
and industry
leaders**



**Award-winning
recruiter
(National
Personnel
Association)**

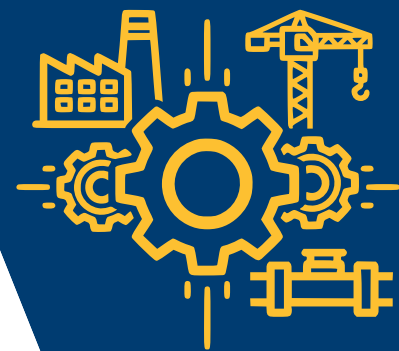
INDUSTRY SPECIALIZATION

SPECIALIZED RECRUITMENT ACROSS TECHNICAL INDUSTRIES

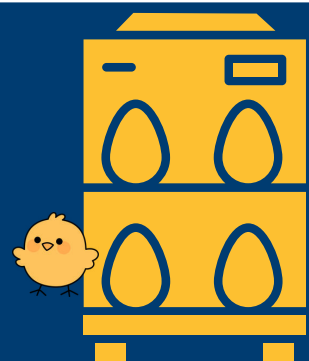
Deborah focuses on industries where technical expertise, engineering knowledge, and operational experience are critical to business success.



HVAC / HVAC-R



**CAPITAL EQUIPMENT &
INDUSTRIAL MACHINERY**



**COMMERCIAL HATCHERY
MACHINERY & EQUIPMENT**



**AUTOMOTIVE PARTS
& MANUFACTURING**

SPECIALIZED HVAC/R RECRUITING

HVAC organizations face an increasing shortage of skilled technical professionals. Deborah has spent decades building relationships within this highly specialized talent market.

Her expertise spans both commercial and residential HVAC environments, supporting manufacturers, distributors, service providers, and engineering firms.

Here's why HVAC companies in particular, partner with Deborah for their hiring needs:



**Deep network of
HVAC technical
professionals**



**Understanding of
HVAC engineering
& equipment roles**



**Proven ability to
locate hard-to-find
talent**



**Recruitment
support across
North America**





SPECIALIZED RECRUITMENT ACROSS TECHNICAL INDUSTRIES

Deborah recruits across the critical roles that support manufacturing performance — from shop-floor technical specialists to plant leadership and engineering professionals.

These are the professionals responsible for keeping production lines operating, equipment maintained, and manufacturing systems running efficiently. Deborah can help in many ways, including the following positions and more:

TECHNICAL & ENGINEERING ROLES

- HVAC Technicians
- Field Service Engineers
- Field Service Technicians
- Application Engineers
- Sales Engineers
- Technical Advisors

COMMERCIAL & SALES ROLES

- HVAC Sales Executives
- Account Managers
- Technical Sales Specialists
- Business Development Managers
- Territory Sales Managers
- Regional Sales Managers

LEADERSHIP & OPERATIONS ROLES

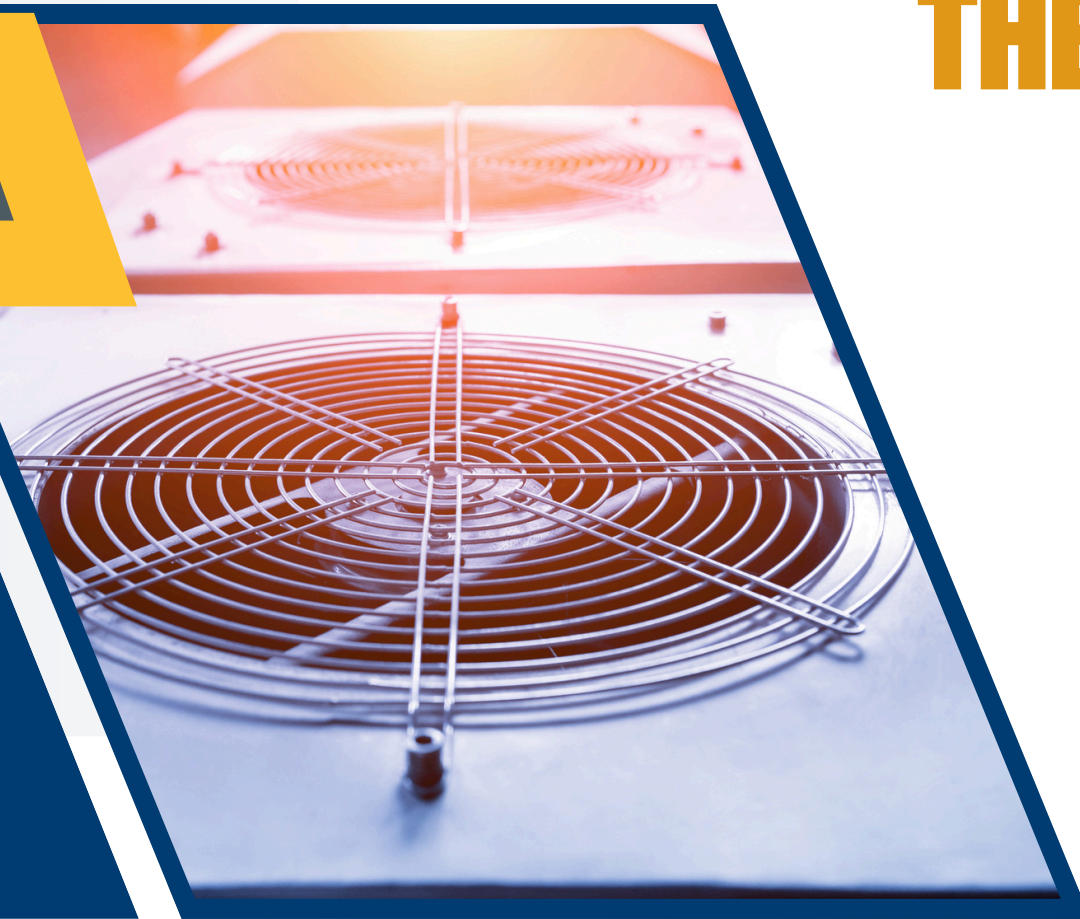
- Installation Supervisors
- Engineering Managers
- Manufacturing Managers
- Operations Leaders
- Finance & Accounting Managers
- Senior & Executive Management

RECRUITING THAT PROTECTS OPERATIONS

THE ROLES THAT KEEP ORGANIZATIONS RUNNING

In manufacturing environments, some hires are more than just positions on an organizational chart — they are the people who protect uptime, maintain safety standards, and keep production moving.

Deborah focuses her recruitment efforts according to her clients' greatest needs. That is, those roles where the right hire has the greatest operational impact and those impacting the bottom line.



**SKILLED TRADES PROFESSIONALS
WHO MAINTAIN EQUIPMENT
RELIABILITY**

**MAINTENANCE LEADERSHIP
THAT DRIVES PREVENTATIVE
MAINTENANCE STRATEGIES**

**SALES AND CUSTOMER-FACING
PROFESSIONALS WHO DRIVE REVENUE,
STRENGTHEN CLIENT RELATIONSHIPS,
AND EXPAND MARKET PRESENCE**

**PRODUCTION TALENT WHO
SUPPORT OUTPUT AND QUALITY
STANDARDS**

**ENGINEERS WHO IMPROVE PLANT
PERFORMANCE AND
OPERATIONAL EFFICIENCY**

**SENIOR LEADERSHIP THAT SETS
STRATEGY, BUILDS HIGH-
PERFORMING TEAMS, AND DRIVES
SUSTAINABLE BUSINESS GROWTH**



DEBORAH'S INTERNATIONAL PERSPECTIVE

RECRUITING BUILT AROUND YOUR OPERATION

Talent shortages are not confined to one region. Manufacturers across North America and Europe are competing for the same specialized skills.

Deborah's experience recruiting across Canada, the United States, and internationally allows her to bring broader perspective and deeper networks to challenging searches.



**CROSS-BORDER RECRUITING
EXPERIENCE ACROSS MAJOR
MANUFACTURING MARKETS**

**INSIGHT INTO REGIONAL LABOUR
TRENDS AND TALENT AVAILABILITY**

**ABILITY TO SUPPORT LOCAL HIRING
OR BROADER INTERNATIONAL
SEARCHES**

**PARTICULARLY VALUABLE IN
COMPETITIVE OR NICHE SKILL
MARKETS**

BACKED BY A PROVEN RECRUITMENT FIRM **EXPERTISE SUPPORTED BY STOAKLEY**

While clients work directly with Deborah, they also benefit from the resources and infrastructure of one of Canada's most established recruitment firms.

Stoakley-Stewart Consultants has supported employers for decades, building a reputation for expertise, integrity, and long-term client partnerships.

- *Recruiting Excellence Since 1977*
- Established national and international candidate networks
- Specialized recruitment practices across multiple industries
- A boutique relationship approach backed by decades of experience



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Hiring the right talent is one of the most important investments any manufacturing organization can make. The right people improve productivity, strengthen reliability, and support long-term growth.

Deborah works with organizations that want to approach hiring strategically — securing the skilled professionals who keep operations running successfully.

If you are planning an upcoming hire or exploring ways to strengthen your team, Deborah would welcome the opportunity to learn more about your needs and share how she can help you achieve your most important, challenging, and pressing hiring goals.



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